

DEBRA RANDOLPH, SHRM-SCP

Director of Human Resources



Consulting Specialties

HR Department Startup	Organizational Development & Design
Communications	Talent Acquisition
Employee Relations	Talent Development
Leadership Development	ISO Certification
Personnel Management	HR Analytics

Education

Bachelor of Business Administration
Tarleton State University

Affiliations

Society for Human Resource Management
San Antonio Human Resource Management Association

Professional Expertise

Debra Randolph is the Director of Human Resources for Analytic Focus, LLC. Ms. Randolph brings over 15 years of experience in business and human resource management.

Since 2002, Ms. Randolph has excelled at creating policies and improving existing HR business practices in government contracting and for-profit industries.

She has an extensive background in HR affairs, including team member recruitment and retention, staff development, mediation, conflict resolution, benefits and compensation, HR records management with HRIS systems, HR policy development and legal compliance. Ms. Randolph also has substantial experience in development and management of HR strategies and programs aimed at the company's growth and development.

Certifications

SHRM-SCP
HR Analytics for HR Business Partners